(ii) when the vitality of the people is subjected to a special strain by seasonal conditions, such as severe cold, heat or rain, or by an outbreak of disease; or

(iii) when the scale is found inadequate owing to the prevalence of local distress without the prices falling to what are ordinarily regarded as famine rates;

(*b*) *for reduction of the scale.*—(i) when the ratio of the standard famine wage to the prevailing market wage of the country is comparatively large;

(ii) when there is a plentiful supply of wild fruit, vegetables, cheap meat or fuel; or

(iii) when people are employed on village works in, or closely adjoining, their own villages.

110. *Calculation of cash wages.*—Wages to relief workers shall be calculated to even pice and paid in cash unless Government otherwise direct. A ready reckoner for calculating cash wages in pice is given in Appendix III.

111. *Wages to include cost of fuel.*—The wages are intended to cover the cost of fuel; but, when it is impossible for the relief workers to obtain fuel, the Collector may sanction the issue of fuel gratis to them, or the workers may be allowed to take gratis from the forest areas near the work such fuel as they need for their personal use, care being taken to prevent the destruction of valuable trees.

112. *Allowance for children in arms.*—The allowance for a child in arms of a worker shall be paid in cash to the mother or guardian in addition to her own wage. If the mother or guardian be a non-worker relieved in the kitchen, the allowance shall take the form of an addition to her food.

113. *Births on works.*—In the case of a birth on a work, the mother shall be paid two rupees for medical comforts. If a worker, she shall be permitted to absent herself from work and be paid the dependent's wage *plus* the allowance for the child for ten days or for such longer period as the medical officer or, in the absence of a medical officer, the officer in charge may certify her to be unfit for work.

114. *Emaciated persons.*—Any person who arrives on a work in an emaciated or starving condition shall at once be given either the dependent's ration, if there is a kitchen, or the dependent's cash wage: and if not entitled to remain on the work as the dependent of a worker, he shall continue to be supported until he can be sent to a poor-house or otherwise provided for.

115. *Allowance for days on which work is suspended.*—The dependent's allowance shall be given to workers and dependents on public works, and to workers on village works, for any day occupied in registration and formation of gangs, marching, medical inspection or the like, or on which work is stopped on account of the weather or from other causes.

(vi) *Payments of Wages*

116. *Payment by results.*—The able-bodied workers shall be paid, strictly according to results, with the full wage fixed in section 107 as the maximum: if no work is done they will get no pay. Work which falls short of the full task by more than five per cent. shall be calculated to the nearest tenth of the full task and payment shall be made to the nearest tenth of the full wage. Tables for reckoning full and reduced wages are given in Appendix III. Short work due to contumacy shall, however, be paid for as directed in note 2 to Wage Table (*b*) in Appendix III.

117. *Payment of weakly persons.*— Weakly gangs shall similarly be paid according to results, the full wage fixed in section 107 being given if the reduced task is performed in full or within five per cent. of the full; but in no case shall the wages of the weakly be allowed to fall below the dependent's allowance (E and F of section 107).

118. *Minimum wage in certain cases.*—If, by reason of delay in the inception of relief measures, of sudden and unexpected influx of workers or of insufficiency of staff, it becomes temporarily impossible to secure separate provision for the employment of the weakly and the strict adaptation of the task to the nature of the work and the powers of the workers, the Commissioner may direct that, until the defect can be remedied, no person on the work shall receive less than the corresponding dependent's wage, his order being immediately reported to Government.

119. *Bi-weekly payment of wages.*—Payment of wages shall invariably be made bi-weekly one of which shall be on the day preceding the nearest bazar day.

120. *Mode of payment.*—The following procedure shall be adopted in making payment of wages:—

(*a*) Payment shall be made to the gang, according as the task has been allotted, in the presence of the whole sub-gang or gang to a person chosen by themselves from their own number, who shall distribute the money amongst the members of his gang in the persence of the mustering karkun.

(*b*) The wages of each gang shall be made up in a separate bag by the cashier issuing them. He shall insert in the bag a slip of paper specifying the date to which the payment relates and the total sum payable. This slip shall be made over to the ganger when payment is made by the mustering karkun.

(*c*) Wages earned by any person temporarily absent from the gang at the time of payment shall be returned to the Charge Officer by the mustering karkun and shall be entered by the Charge Officer in the register.

(*d*) When gangs or individuals desert the work, any wages due to them, if already drawn by the mustering karkun, shall be refunded on the same day to the Charge Officer, who shall immediately credit the amount in his cashbook and in no case re-draw it for subsequent disbursement. The Charge Officer shall satisfy himself that unpaid wages are being refunded by comparing the number of workers present on any day with that shown as paid on the day previous.

121. *Measurement of work done.*—The following instructions relating to the measurement of work done shall be carefully attended to:—

(*a*) measurements shall always be taken and entered directly the work is done, so that the payments due may be calculated before the close of the day and the cash disbursed early the following day; when the tasks are plainly indicated in advance and executed in full, the work of subsequent measurement will be light;

(*b*) finishing gangs shall be employed to complete unfinished tasks so that the work of check-measurement may be simplified;

(*c*) to prevent fraud through measurement in excess of work actually done, check-measurements shall be taken at least once a week by a permanent subordinate of the Public Works Department, if possible.

122. *Muster-rolls.*—Nominal muster-rolls shall always be kept. They shall be in Form 11 and the following instructions shall be attended to in keeping them:—

(*a*) All roll forms shall be stamped by the Public Works Sub-Divisional Officer, each with a separate number which shall appear on each page of the form. They shall be kept under lock by the Charge Officer and issued by him alone.

(*b*) The entries on the roll shall invariably be made in ink and the roll shall be closed and totalled in the early forenoon. The attendance shall be checked morning and evening.

(*c*) The roll shall invariably be kept during work hours in the possession of the ganger.

(*d*) The roll shall be made up weekly.